



**WELCOME TO EOIR!**

**Senior Leadership Welcome and Introduction**



MaryBeth Keller, Chief Immigration Judge  
Christopher Santoro, Deputy Chief Immigration Judge



01

## **The Landscape**

what you're walking into

02

## **The Organizations**

key immigration-related  
government organizations

03

## **EOIR**

close-up look at the Executive  
Office for Immigration Review

04

## **Our expectations**

what we need and expect  
from new immigration judges



01

**The Landscape**  
what you're walking into



# The Landscape

what you're walking into

01



## EOIR mission:

To adjudicate immigration cases by fairly, expeditiously, and uniformly interpreting and administering the nation's immigration laws.

## Most significant current challenges:



### large pending caseload

approaching 750,000 active cases



### inefficient workflow

paper files, delays throughout the system



### judicial and staff vacancies

more than 800 authorized positions vacant



02

**The Organizations**  
key immigration-related  
government organizations



# The Organizations

key immigration-related government organizations

02



**DHS**

ICE  
Immigration and Customs  
Enforcement

CBP  
Customs and Border  
Protection

USCIS  
Citizenship and  
Immigration Services



**HHS**

ORR  
Office of Refugee  
Resettlement



**DOS**

visas  
  
consular processing  
  
treaties and conventions



**DOL**

PERM  
(labor certification)



**DOJ**

USAOs  
  
OIL  
  
CRT/OSC  
  
CRT/CRM  
  
EOIR

# Executive Office for Immigration Review

organization and key personnel

03



## Leadership

**Director**  
James R. McHenry III

**Deputy Director**  
Katherine Reilly

**Chief of Staff**  
Kate Sheehey

## Adjudicating Components

**BIA**  
David Neal  
Chairman

**OCIJ**  
MaryBeth Keller  
Chief Immigration Judge

**OCAHO**  
Robin Stutman  
Chief Administrative  
Hearing Officer

## Support Components

**OP**  
Lauren Alder Reid  
Assistant Director

**OGC**  
Jean King  
General Counsel

**OIT**  
Edward So  
Chief Information Officer

**ADMIN**  
Lisa Ward  
Assistant Director









04

**Our expectations**  
what we need and expect  
from new immigration judges



# Our expectations

what we need and expect from new immigration judges

04



## Training Period

- ask questions
- use instructors
- use mentors
- stick to the book
- learn the law
- learn the art of judging
- reduce nervousness

## Temperament

- professionalism
- respect
- stay on the record
- do not editorialize
- be culturally aware
- be careful with humor
- act as though the world is watching

## Methodology

- due process
- increase efficiency
- burdens of proof
- expect preparation
- your preparation
- no unnecessary hearings
- decide cases – once

## Improvement

- make suggestions
- develop tools
- teach
- mentor
- lead



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## **Our expectations**

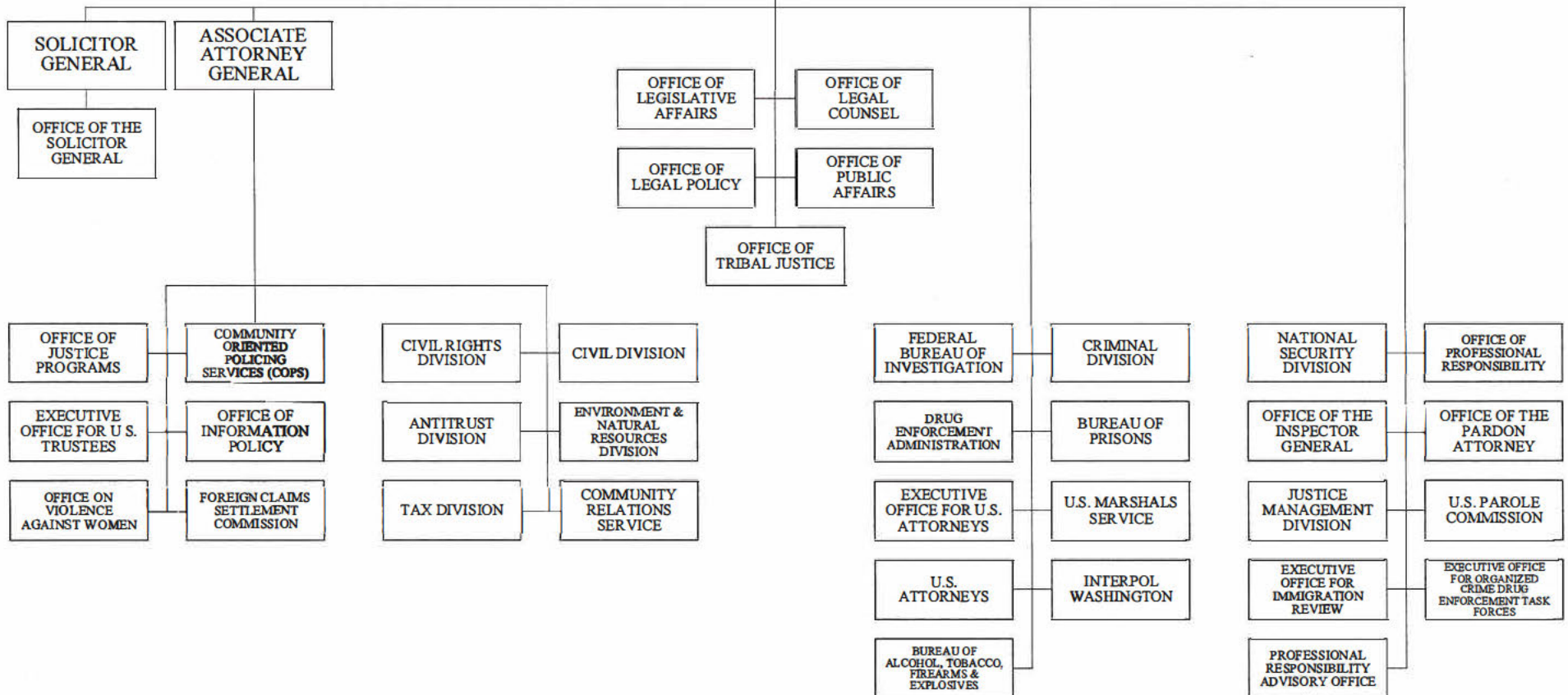
what we need and expect  
from new immigration judges



# U.S. DEPARTMENT OF JUSTICE

ATTORNEY  
GENERAL

DEPUTY  
ATTORNEY  
GENERAL



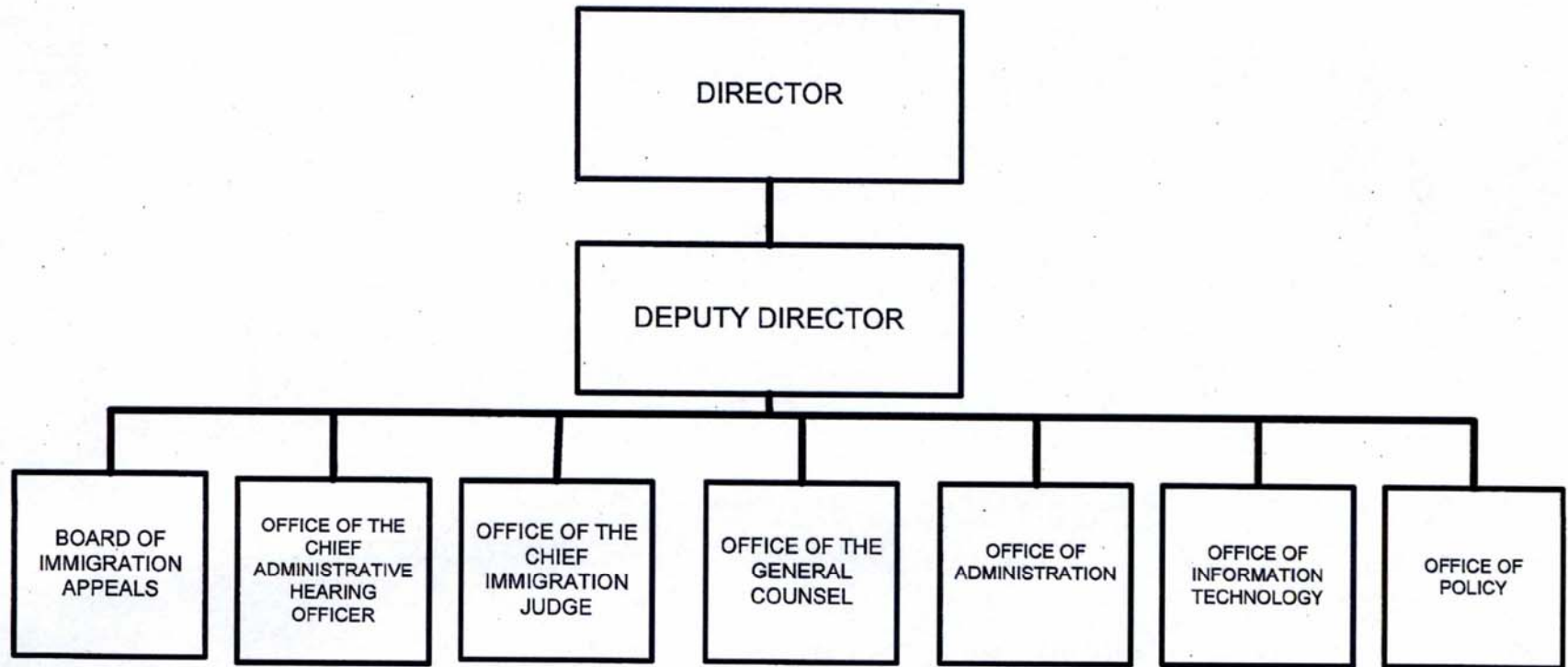
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JEFFERSON B. SESSIONS III  
Attorney General

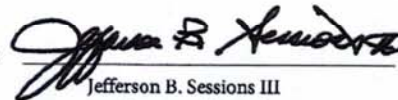
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## EXECUTIVE OFFICE FOR IMMIGRATION REVIEW



Approved by:



Jefferson B. Sessions III  
Attorney General

Date: 7/26/17